

Message Text

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TO USMISSION USUN NEW YORK

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E.O. 11652: N/A

TAGS: AORG, UN

SUBJECT: UN FIFTH COMMITTEE: U.S. POSITION ON PERSONNEL

-- QUESTIONS - COMPOSITION OF SECRETARIAT (DOCUMENT

-- A/10184)

REFS: A) STATE 228433

-- B) USUN 4374

SUMMARY: THE SYG HAS SUBMITTED A REPORT (A/10184) ON COMPOSITION OF THE SECRETARIAT. THE ACABQ WILL NOT SUBMIT A REPORT ON THE SUBJECT. THIS TELEGRAM CONTAINS INSTRUCTIONS TO USDEL AND A BACKGROUND/ANALYSIS STATEMENT ON THE SYG'S REPORT. END SUMMARY

1. SYG MAKES TWO RECOMMENDATIONS: A) THAT GA TAKE NOTE OF REPORT ON UNDERSTANDING THAT IN LIGHT OF COMMENTS MADE DURING FIFTH COMMITTEE DISCUSSION OF REPORT HE WILL MAKE UNCLASSIFIED

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DEFINITIVE PROPOSALS FOR CHANGES IN NUMERICAL RECRUITMENT

GUIDES TO 31ST GA; AND B) THAT IN FUTURE REPORTS DATA ON COMPOSITION OF SECRETARIAT WILL BE AS OF END OF CALENDAR YEAR.

2. U.S.POSITION

A. USDEL MAY SUPPORT MOVE TO NOTE REPORT BUT SHOULD MAKE SURE RECORD OF DEBATE AND FIFTH COMMITTEE REPORT REFLECT STRONG OBJECTIONS TO SYG'S "ILLUSTRATIVE CHANGE" IN NUMERICAL GUIDELINES IN ACCORDANCE WITH BACKGROUND/ ANALYSIS WHICH FOLLOWS. USDEL SHOULD SEEK STRONGEST SUPPORT FROM OTHER DELS, ESPECIALLY MAJOR CONTRIBUTORS FOR ITS POSITION.

B. USDEL SHOULD SUPPORT CONTINUATION OF CUT-OFF OF JUNE 30 FOR DATA TO BE INCLUDED IN REPORTS ON COMPOSITION OF THE SECRETARIAT, RATHER THAN CHANGE TO DECEMBER 31, AS PROPOSED BY THE SYG.

C. USDEL IN ITS DISCRETION MAY GIVE LOW PROFILE SUPPORT TO EFFORTS BY OTHER DELS TO INCLUDE PROFESSIONAL POSTS WITH SPECIAL LANGUAGE REQUIREMENT UNDER GEOGRAPHICAL DISTRIBUTION.

3. BACKGROUND/ANALYSIS

A. THE DEPARTMENT'S VIEWS AND CONCERNS (REFERENCE NORBURY/SAULS TELECONS) ARE THE SAME AS EXPRESSED ON THE DRAFT OF THE REPORT IN TELEGRAM 228433, SEPTEMBER 24, 1975 AND IN THE DRAFT TELEGRAM POUCHED TO STOTTLEMYER SEPTEMBER 18, 1975. OUR MAIN DIFFICULTY WITH THE REPORT IS THE ILLUSTRATIVE PLAN TO CHANGE THE RANGE OF POSTS ALLOCATED ON THE BASIS OF THE MEMBERSHIP FACTOR TO 2 TO 8 FROM 1 TO 6. THAT CHANGE WOULD RESULT IN A MEDIAN OF 5 POSTS PER MEMBER STATE INSTEAD OF THE CURRENT 3.5 AND, WITH 142 MEMBER STATES, WOULD ALLOT 710 POSTS BASED ON THE MEMBERSHIP FACTOR. 27.3 PERCENT OF THE POSTS WOULD BE ALLOTTED FOR MEMBERSHIP AS COMPARED WITH 20.1 PERCENT NOW. ALL ADDITIONAL POSTS ALLOTTED FOR MEMBERSHIP WOULD BE DEDUCTED FROM THE CONTRIBUTIONS FACTOR WHICH WOULD BE UNCLASSIFIED

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REDUCED FROM 71.7 PERCENT OF POSTS TO 64.2 PERCENT. THE U.S., AS THE LARGEST CONTRIBUTOR, WOULD BE MOST ADVERSELY AFFECTED BUT ALL MAJOR CONTRIBUTORS WOULD BE AFFECTED ADVERSELY ALSO. THE MEDIAN FOR THE U.S. WOULD BE LOWERED BY 18 POSTS (FROM 440.5 TO 422.5) AT THE SAME TIME 200 POSTS ARE ADDED TO GEOGRAPHICAL DISTRIBUTION AND THE POPULATION RESERVE IS INCREASED BY 20 (FROM 200 TO 220). FOR COMPARISON, IF THE MEMBERSHIP FACTOR AND POPULATION

RESERVE WERE TO REMAIN UNCHANGED AND THE BASE WERE INCREASED BY 200, FROM 2,400 TO 2,600, THE U.S. MIDPOINT WOULD BE 478.5. IT MAY ALSO BE NOTED THAT IF THE U.S. MEDIAN WERE ESTABLISHED AT 422.5 OUR DESIRABLE RANGE, USING THE 15 FLEXIBILITY FACTOR, WOULD BE 359 - 486. SINCE WE CURRENTLY HAVE 485 AMERICANS ON BOARD, WE WOULD BE AT THE MAXIMUM OF OUR RANGE.

B. THE PERSISTENT EFFORTS TO DISADVANTAGE THE U.S. ON GEOGRAPHICAL DISTRIBUTION DO NOT GO UNNOTICED IN THE EXECUTIVE AND LEGISLATIVE BRANCHES.

C. WE BELIEVE THAT ANY INCREASE BASED ON THE MEMBERSHIP FACTOR SHOULD BE OFFSET BY A REDUCTION OR ABOLISHMENT OF THE POPULATION FACTOR. THE POPULATION FACTOR WAS APPROVED BY THE 17TH UNGA AS A MEANS OF PROVIDING GREATER REPRESENTATION TO MEMBER STATES WITH LARGE POPULATIONS AND LOW PER CAPITA INCOME. (IT SHOULD BE RECALLED THAT WHEN MEMBER STATES ASSESSMENTS ARE ADJUSTED DOWNWARD AS A RESULT OF LOW PER CAPITA INCOME THE NUMBER OF POSTS ALLOTTED TO THOSE STATES BASED ON THE CONTRIBUTIONS FACTOR IS REDUCED ALSO.) THE OBJECTIVE INTENDED FOR THE POPULATION FACTOR HAS INDEED BEEN MET LARGELY BY THE INCREASE IN THE MEMBERSHIP FACTOR TO THE PRESENT 1 - 6 POSTS (MEDIAN 3.5) PER MEMBER STATE AND INDEED WOULD BE FURTHER OFFSET IF THE SYG'S UNFORTUNATE SUGGESTED INCREASE TO 2 - 8 (MEDIAN 5) IS APPROVED.

D. IN THAT CONNECTION, WE CHALLENGE THE SYG'S STATEMENT IN PARAGRAPH 23 THAT "THE MINIMUM RANGE OF POSTS FOR EACH MEMBER STATE WILL HAVE TO BE CHANGED IN THE INTEREST OF CONSTRUCTING A CONSISTENT SCHEME ... AND PERHAPS ALSO IN UNCLASSIFIED

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ORDER TO GIVE THE FACTOR OF MEMBERSHIP IN THE ORGANIZATION GREATER WEIGHT THAN IT HAS AT PRESENT."

E. CONCERNING EXTENDING SCOPE OF GEOGRAPHICAL DISTRIBUTION SYSTEM TO LANGUAGE (PARA 25), DEPARTMENT OFFERS FOLLOWING COMMENTS:

(1) IF LANGUAGE POSTS WERE INCLUDED, FOR GEOGRAPHIC DISTRIBUTION PURPOSES, WITH OTHER 100 SERIES POSTS, DECIDED ADVANTAGE WOULD ACCRUE TO U.S. FOR EXAMPLE:

(I) BASED ON PRESENT SYSTEM OF CALCULATING DESIRABLE RANGES (3.5 MEDIAN; 200 POPULATION RESERVE; REMAINING POSTS APPORTIONED ON BASIS OF ASSESSMENTS) USING 142 COUNTRIES AND POPULATION OF 3348 (2600 PROFESSIONAL

POSTS PLUS 748 LANGUAGE POSTS), U.S. WOULD HAVE AN ON-BOARD STRENGTH OF 549, A MIDPOINT OF 666 AND, USING A 10 FLEXIBILITY FACTOR, A DESIRABLE RANGE OF 599-732. THUS, USING THIS FORMULA THE U.S. WOULD BE UNDERREPRESENTED.

-- (II) BASED ON THE NEW SYSTEM ILLUSTRATED IN A/10184 (5 MEDIAN; 220 POPULATION RESERVE, ETC.) WITH NUMBER OF COUNTRIES AND POPULATION AS IN (I) ABOVE, U.S. WOULD HAVE ON-BOARD STRENGTH OF 549, A MIDPOINT OF 610 AND, USING THE 15 FLEXIBILITY FACTOR, A DESIRABLE RANGE OF 518 - 701. THUS, USING THIS FORMULA, U.S. WOULD BE AT LOWER PART OF ITS RANGE.

(2) WHILE U.S. WOULD PROFIT FROM INCLUDING LANGUAGE POSTS, SOME COUNTRIES WITH LARGE NUMBER OF LINGUISTS IN SECRETARIAT, (E.G. CHINA WITH 88; USSR WITH 129; UK WITH 89; ARGENTINA WITH 34; FRANCE WITH 155; SPAIN WITH 49, ETC.), WOULD BE ADVERSELY AFFECTED. THUS, PARTICULARLY IN CASE OF UK AND FRANCE WHOSE SUPPORT WE NEED IN WEO AND FIFTH COMMITTEE TO COUNTER AN INCREASE IN THE MEMBERSHIP MINIMUM, WE CAN EXPECT OPPOSITION. FOR THIS REASON, USUN SHOULD NOT TAKE AN ACTIVIST ROLE IN SEEKING TO INCLUDE LANGUAGE POSTS IN GEOGRAPHIC DISTRIBUTION. HOWEVER, IF STRONG SENTIMENT ARISES FROM OTHER QUARTERS, E.G., JAPAN, MISSION MAY QUIETLY SUPPORT INCLUSION.

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F. AS FOR THE SYG'S SECOND RECOMMENDATION ON CHANGING THE EFFECTIVE DATE TO DECEMBER 31 FOR INFORMATION INCLUDED IN THE ANNUAL REPORTS ON THE COMPOSITION OF THE SECRETARIAT, WE BELIEVE THAT THE CUT-OFF DATE SHOULD BE JUNE 30, AS AT PRESENT. RECOGNIZING THAT THE ITEM ON PERSONNEL QUESTIONS NORMALLY COMES BEFORE THE FIFTH COMMITTEE AND THE PLENARY IN NOVEMBER AND DECEMBER, THE DATA WOULD BE ALMOST A YEAR OLD SHOULD THE EFFECTIVE DATE BE CHANGED TO DECEMBER 31. IT WOULD BE UNJUSTIFIABLY OUTDATED. THE SYG SHOULD ADOPT PROCEDURES WHICH WOULD ENABLE HIM TO PROVIDE MORE CURRENT DATA.

4. USDEL MAY WISH TO NOTE THE FOLLOWING IN CONSULTATIONS WITH OTHER DELEGATIONS AND/OR IN COMMENTING ON THE SYG'S REPORT:

A. NOTING THE AGREEMENT OF THE ARAB STATES TO PAY ALL ARABIC LANGUAGE COSTS FOR THREE YEARS, WERE THE COSTS OF RECRUITING 31 ARABIC TRANSLATORS AND 19 INTERPRETERS PAID FROM THE ARABIC TRUST FUND? (PARAGRAPH 12)

B. WE NOTE APPROVINGLY THAT MORE THAN ONE CANDIDATE WAS

CONSIDERED FOR A SIGNIFICANTLY LARGER PERCENTAGE OF POSTS THAN IN THE PREVIOUS YEAR. ALSO, THAT NEW APPOINTEES HAD BETTER ACADEMIC QUALIFICATIONS. WE WOULD LIKE TO BE ASSURED THAT THE APPOINTEES WERE INDEED BETTER QUALIFIED

AND MORE ABLE THAN IN PREVIOUS YEARS AND WOULD INVITE THE SYG TO SUBMIT SUPPORTING INFORMATION (PARAGRAPH 15).

C. WE AGREE WITH THE VIEW EXPRESSED BY THE SYG THAT THE SEARCH FOR TALENT SHOULD NOT BE LIMITED TO FOREIGN MINISTRIES AND UN MISSIONS, BUT SHOULD EXTEND TO ACADEMIC AND SCIENTIFIC COMMUNITIES AND PRIVATE CORPORATIONS. (PARAGRAPH 16)

D. WE ARE WARY OF PLANS TO REDEFINE THE REGIONS FOR GEOGRAPHICAL DISTRIBUTION PURPOSES. THE REGIONS AS DEFINED BY THE UN ARE A REFERENCE POINT FOR GEOGRAPHICAL DISTRIBUTION IN OTHER AGENCIES. ANY JUGGLING SHOULD TAKE INTO ACCOUNT IMPLICATIONS FOR OTHER AGENCIES. WE ARE UNCLASSIFIED

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CONCERNED WITH THE IMPACT OF CHANGES ON THE U.S. AND WEO GROUP. ALSO, WHERE WOULD ISRAEL AND SOUTH AFRICA AND MEMBERS WHO MIGHT FALL INTO DISFAVOR IN THE FUTURE FIT INTO PROPOSED REGROUPINGS WHICH WOULD BE BASED ON THE SCOPE OF THE REGIONAL COMMISSIONS AS THEY ARE NOW CONCEIVED OR THAT OF THE REGIONAL GROUPINGS AS THEY EXIST AT HEADQUARTERS (PARAGRAPH 30)?

5. VIEWS ON EMPLOYMENT OF WOMEN ARE BEING COVERED IN SEPTTEL. KISSINGER

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